

City of Plano Employee Suggestion Box Responses March/April 2018

The Employee Suggestion Box is a tool for suggesting improvements to City procedures, processes and practices. I value this tool as one of the ways you can communicate directly with me and encourage you to come up with new and better ways of doing things. Please email your suggestions to empsugbox@plano.gov.

My goal is to respond to your suggestions within 30 to 60 days. If you don't want to use the suggestion box, please share your ideas for improvement with your supervisor. Some departments have their own suggestion programs which can also be used and might be a better outlet for department-specific suggestions.

Below are responses to suggestions I recently received.



I apologize if this has been asked before or possibly exists, but I am not aware of it if it does.

I do not work at the Municipal Center, but I occasionally have meetings there on the same day, and close in time, but not back-to-back. This means I don't have time to return to my office, or doing so would be, essentially, a waste of time, since I would have to leave shortly after arriving. While some work can be taken care of on my phone, often a computer allows for more productive work. It would be useful for those of us who do not office there to have access to a first-come, first-served shared computer or two that would have basic software and network access. I realize there are logistics to work out and costs to something like this, but it would allow us non-Municipal Center workers to use our time more productively.

RESPONSE:

A shared-use office space for employees indeed exists in the Municipal Center. The office space is in room #363 next to the Executive Conference Room (room #355) on the 3rd floor. The office space contains a computer and telephone and is available to City employees on a first-come, first-serve basis.

Thank you for your suggestion and an opportunity to bring this resource to the attention of others. Also, thank you for thinking of ways to help increase our productivity.

I'll be retiring in several months and I currently have 95 hours of sick time over the 720 hour limit. I'm a member of the sick bank, so why can't the excessive 95 hours be deposited there for someone to use?

RESPONSE:

Thanks for your suggestion and concern for your co-workers.

Currently, we have an adequate balance in the sick leave bank to cover any catastrophic illnesses that may come up for the employees eligible to participate in the sick leave bank. Consequently, it is not necessary to deposit any additional hours beyond the initial 10 hours that are already contributed by each employee participating in the bank.

Approximately 2 or 3 years ago, the city paid an outside consultant to do a department wide study to evaluate our pay scales to surrounding agencies. A "step plan" was conceived to bring employees to comparable level over the next two or 3 years. My understanding was other than the first year, these pay increases have not been implemented. These are monies outside the yearly raise that the employees receive. The explanation that has been given in the past is that these funds need City Council approval. Is there a plan in place to seek this approval and implement these pay increases? The longer the delay, the more likely that new hires are making close or in some cases more than employees that have been with the city for several years.

Our most important asset is our personnel and their pay should reflect the value that other agencies have for similar/same jobs.

RESPONSE:

Thank you for your question. In 2016, the City of Plano contracted with consultants to evaluate our job positions to ensure that our compensation was competitive within our market. At the time, we implemented an in-range adjustment to compensate employees for their tenure with the City of Plano up to a maximum of 4.5% or, for those on the step plan, up to 2 steps (6%) depending on years of experience in their current position.

Since 2016, the City has been fortunate enough to implement 3% across-the-board (ATB) increases approved by the City Council. The ATB increases are the manner in which all employees move through the current pay ranges. ATB increases are always contingent upon Council approval within the overall budget process.

While working out in the early hours, (as is my habit), I was so glad to see our AED prominently displayed and well maintained (in the basement work out room of the Municipal Center). I then thought, how would that help me if I had a sudden cardiac event and there was no one there to place it on me and activate it? I had the idea that a possible solution would be to have a camera, (like the one's outside of PSC) which would be monitored by dispatch personnel 24/7. They would be able to summon help, place the AED on the patient and do chest compressions until the arrival of Fire – Rescue personnel. Thank you for your consideration of this matter!

RESPONSE:

Thank you for your suggestion. Also, thank you for working out to enhance your physical wellbeing.

Other than at recreation centers, the City does not monitor security camera feeds in real time. All City employees have other responsibilities that preclude them from actively monitoring camera feeds.

Many employees choose to work out with a partner for both motivation and to aid in safety. Employees may also wish to consider adjusting their work out times for when others are more likely to be in the room.

In addition to the AED, a telephone is located on the wall near the door of the Municipal Center fitness room for use in case of an emergency.

Currently there is parking on Avenue H directly in front of the Main PD HQ building. When both sides of the street are full, Ave H practically becomes a one-way street, and it causes temporary jams and could cause a safety issue. There seems to be ample parking in the west-lot for police employees. I am suggesting limiting the street parking on Ave H in front of the PPD HQ building; or no-parking on that portion of the street.

RESPONSE:

Thank you for your suggestions.

Street parking on H Avenue in front of the Police headquarters building is already restricted. The width of H Avenue changes as you travel south from 15th Street. The first portion of this street is wide enough to accommodate vehicles parked on both sides while permitting two-way through-traffic access. The street then narrows with “No Parking, Standing, Stopping” restrictions posted on the east side near the north drive of the jail parking lot. This permits through-traffic access when a vehicle is parked on the opposite side. The parking restriction strategy continues south to 14th Street but switches to the west side of the street near the south drive of the jail parking lot.

This traffic control arrangement is designed for the safe operation of vehicle traffic. If you find otherwise, please contact the Police Department to report issues of motorists illegally parking in the mentioned no-parking zones.

UPDATES TO PREVIOUS SUGGESTIONS

From June/July 2017: Suggestion to partner with Booster Fuels. <https://www.trybooster.com/employers>

Staff members researched Booster Fuels and found it is not a viable program for employees.

***All employees participate in management of the City and are responsible for ensuring quality service.
Thank you for making Plano the City of Excellence!***